



B 822

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

LABOUR TURNOVER, MARCH, 1958

This report gives the results of a survey of labour turnover in Australian industry in the month of March, 1958, and shows these results together with those obtained in similar surveys covering the months of March, 1949 to 1957, excepting March, 1951 and 1954. Turnover rates for the month of September in each of the years 1954, 1955, 1956 and 1957 were published on 19th March, 1958, in a statement entitled "Labour Turnover, September, 1957".

Labour turnover is generally measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Table 1 below shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers for more detailed industry groups, and Table 3 shows the analysis of these separation rates according to whether employees were dismissed, retrenched, left employment on their own initiative, or left for other reasons.

Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

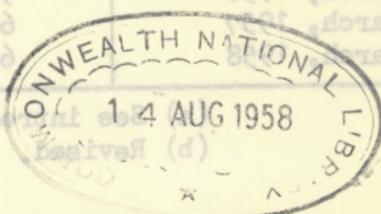
The period covered in individual returns is not uniform, depending as it does on the dates on which pay-roll tax returns of individual businesses are made up for ^{February} August and ^{March} September in each year. The figures should be interpreted as applying to an average of about four and a half weeks.

Industrial Coverage:

The surveys are based on a sample within certain industries of businesses subject to Pay-roll Tax. They exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from Pay-roll Tax. In addition, the surveys exclude rural industry, private domestic service, the professions (e.g., accountancy firms, trade associations, consultant engineers, etc.) the shipping and stevedoring industry, the motion picture industry and all government employment and semi-government undertakings other than banks and airlines.

Businesses in the construction industry were represented in the sample for the first time in the September, 1956, survey, and since then figures for this industry have been combined with those for the building industry.

1871.



Engagements and Separations

Table 1 summarises the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry. Broadly it shows that turnover rates in March, 1952 and 1953 declined from high 1949 and 1950 levels, and then, after returning to relatively high levels in 1955 and 1956, fell again in March, 1957 and 1958. This fall follows the fall in September rates in 1956 and 1957 compared with 1955, as shown in the September series published on 19th March, 1958.

Turnover in March, 1958 was the same as, or lower than, in March, 1957 in all categories except for engagements of male "other workers" in non-manufacturing industries and separations of female manual workers in manufacturing industries; in these two categories the rates are slightly higher.

TABLE 1 : ENGAGEMENTS AND SEPARATIONS : 1949 TO 1958

(Percentage of average number of employees in each Group)

| Period | Manufacturing | | Non-Manufacturing | | All Industries (a) | |
|---------------------|-------------------|------------------|-------------------|------------------|-----------------------|------------------|
| | Manual Workers | Other Workers | Manual Workers | Other Workers | Manual Workers | Other Workers |
| MALES | | | | | | |
| <u>Engagements:</u> | % | % | % | % | % | % |
| March, 1949 | 9.3 | 1.8 | 8.1 | 3.5 | 8.9 | 3.0 |
| March, 1950 | 8.4 | 2.2 | 7.3 | 2.8 | 8.0 | 2.6 |
| March, 1952 | 6.0 | 1.9 | 6.5 | 2.6 | 6.2 | 2.4 |
| March, 1953 | 4.7 | 1.6 | 4.8 | 2.1 | 4.8 | 1.9 |
| March, 1955 | 8.0 | 2.4 | 9.2 | 2.8 | 8.4 | 2.7 |
| March, 1956 | 7.1 | 2.3 | 7.0 | 3.0 | 7.0 | 2.7 |
| March, 1957 | 5.1 | (b) 2.0 | 6.1 | (b) 2.1 | 5.5 | (b) 2.1 |
| March, 1958 | 4.5 | 1.9 | 5.3 | 2.3 | 4.8 | 2.1 |
| <u>Separations:</u> | % | % | % | % | % | % |
| March, 1949 | 8.5 | 1.4 | 7.1 | 2.8 | 8.0 | 2.3 |
| March, 1950 | 8.7 | 1.6 | 7.5 | 2.4 | 8.3 | 2.1 |
| March, 1952 | 7.0 | 1.9 | 6.9 | 2.6 | 7.0 | 2.4 |
| March, 1953 | 4.2 | 1.6 | 4.2 | 2.7 | 4.2 | 2.3 |
| March, 1955 | 7.5 | 2.0 | 8.4 | 2.9 | 7.8 | 2.6 |
| March, 1956 | 6.8 | 2.2 | 7.5 | 3.0 | 7.1 | 2.7 |
| March, 1957 | (b) 4.8 | 1.8 | 6.4 | 2.3 | (b) 5.4 | 2.1 |
| March, 1958 | 4.5 | 1.5 | 5.5 | 1.8 | 4.9 | 2.0 |
| FEMALES | | | | | | |
| <u>Engagements:</u> | % | % | % | % | % | % |
| March, 1949 | 11.0 | 3.9 | 9.8 | 9.9 | 10.7 | 8.5 |
| March, 1950 | 10.5 | 4.8 | 12.1 | 5.8 | 11.0 | 5.6 |
| March, 1952 | 6.4 | 4.0 | 8.1 | 5.5 | 6.8 | 5.1 |
| March, 1953 | 9.0 | 4.0 | 7.3 | 5.8 | 8.5 | 5.4 |
| March, 1955 | 8.9 | 5.4 | 7.9 | 6.5 | 8.7 | 6.2 |
| March, 1956 | 7.9 | 5.0 | 8.5 | 5.8 | 8.1 | 5.6 |
| March, 1957 | 7.7 | (b) 4.2 | 7.3 | (b) 4.4 | 7.6 | (b) 4.4 |
| March, 1958 | 6.9 | 4.2 | 5.6 | 4.4 | 6.6 | 4.4 |
| <u>Separations:</u> | % | % | % | % | % | % |
| March, 1949 | 8.9 | 3.4 | 9.4 | 8.2 | 9.0 | 7.1 |
| March, 1950 | 8.6 | 4.4 | 11.0 | 5.7 | 9.3 | 5.3 |
| March, 1952 | 9.7 | 4.2 | 9.9 | 5.8 | 9.7 | 5.4 |
| March, 1953 | 6.1 | 3.2 | 4.9 | 4.6 | 5.9 | 4.3 |
| March, 1955 | 8.9 | 5.0 | 7.0 | 5.6 | 8.5 | 5.5 |
| March, 1956 | 9.1 | 3.9 | 7.4 | 5.4 | 8.7 | 5.0 |
| March, 1957 | 6.1 | 4.2 | (b) 6.3 | 4.6 | (b) 6.1 | 4.5 |
| March, 1958 | 6.2 | 3.4 | 5.7 | 4.6 | 6.1 | 4.3 |

(a) See introductory text for note on industrial coverage.

(b) Revised.

Separation Rates for Industry Groups:

Table 2 shows that the fall in the separation rates for male manual workers in March, 1958, compared to March, 1957, occurs in all industry groups except the furniture, sawmilling and woodworking, and "other manufacturing" groups. The slight rise in the rate for females in manufacturing industries is due to a rise from 10.7 per cent. to 14.0 per cent. in the highly seasonal food, drink and tobacco industry and to less marked rises in textiles and in "other manufacturing". The fall in the separation rate for female manual workers in non-manufacturing industry is due to falls in two of the three industry groups shown, offset to some extent by a rise in the third of these groups (retail trade).

TABLE 2 - SEPARATION RATES FOR MANUAL WORKERS BY INDUSTRY, 1949 TO 1958

(Percentage of average number of employees in each group)

| Industry Group | March 1949 | March 1950 | March 1952 | March 1953 | March 1955 | March 1956 | March 1957 | March 1958 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <u>MALES</u> | | | | | | | | |
| Manufacturing - | % | % | % | % | % | % | % | % |
| Engineering and vehicles (a) | 8.1 | 7.4 | 6.3 | 4.2 | 7.4 | 6.5 | 4.8 | 4.4 |
| Textiles | 9.1 | 9.2 | 9.1 | 2.5 | 7.1 | 5.8 | 3.6 | 3.5 |
| Clothing | 5.0 | 6.3 | 8.5 | 3.9 | 5.4 | 4.8 | 3.2 | 2.9 |
| Food, drink, tobacco | 10.2 | 13.0 | 8.8 | 6.3 | 10.0 | 9.7 | 8.0 | 7.0 |
| Furniture, sawmilling and woodworking | 11.6 | 9.9 | 7.0 | 3.5 | 6.1 | 6.2 | (b)3.9 | 4.0 |
| Paper, printing | 4.5 | 4.8 | 3.8 | 1.3 | 3.5 | 3.9 | 2.6 | 1.8 |
| Other manufacturing | 8.3 | 8.5 | 7.7 | 3.8 | 8.0 | 7.2 | 4.4 | 4.6 |
| All manufacturing | 8.5 | 8.7 | 7.0 | 4.2 | 7.5 | 6.8 | (b)4.8 | 4.5 |
| Non-manufacturing - | | | | | | | | |
| Mining | 3.4 | 4.1 | 2.7 | 1.9 | 3.8 | 3.7 | 4.0 | 2.4 |
| Building and construction (c) | 10.7 | 8.4 | 10.9 | 6.4 | 11.8 | 12.7 | 11.2 | 10.5 |
| Road transport | 6.7 | 7.4 | 4.1 | 4.1 | 9.0 | 6.2 | 5.3 | 4.1 |
| Wholesale trade | 5.6 | 8.1 | 5.4 | 4.7 | 9.4 | 7.6 | 5.1 | 4.4 |
| Retail trade | 5.1 | 5.6 | 4.8 | 2.7 | 6.0 | 4.4 | 3.9 | 3.5 |
| Other non-manufacturing | 9.8 | 10.5 | 9.5 | 3.8 | 7.8 | 9.3 | 5.1 | 4.9 |
| All non-manufacturing | 7.1 | 7.5 | 6.9 | 4.2 | 8.4 | 7.5 | 6.4 | 5.5 |
| All Industries (d) | 8.0 | 8.3 | 7.0 | 4.2 | 7.8 | 7.1 | (b)5.4 | 4.9 |
| <u>FEMALES</u> | | | | | | | | |
| Manufacturing - | % | % | % | % | % | % | % | % |
| Engineering and vehicles (a) | 11.6 | 12.1 | 10.8 | 4.9 | 9.6 | 8.2 | 7.7 | 5.2 |
| Textiles | 9.1 | 7.1 | 9.0 | 3.8 | 7.0 | 5.9 | 4.6 | 4.7 |
| Clothing | 5.0 | 5.8 | 9.5 | 6.0 | 7.2 | 5.8 | 4.4 | 4.2 |
| Food, drink and tobacco | 21.7 | 13.7 | 9.2 | 10.4 | 16.1 | 23.4 | 10.7 | 14.0 |
| Paper, printing | 6.6 | 9.3 | 10.4 | 3.8 | 5.8 | 6.0 | 4.5 | 4.0 |
| Other manufacturing | 7.5 | 13.2 | 10.5 | 5.1 | 8.5 | 6.9 | 5.6 | 6.1 |
| All manufacturing | 8.9 | 8.6 | 9.7 | 6.1 | 8.9 | 9.1 | 6.1 | 6.2 |
| Non-manufacturing - | | | | | | | | |
| Wholesale trade | 4.9 | 6.7 | 5.4 | 4.4 | 5.9 | 7.8 | 5.8 | 5.2 |
| Retail trade | 5.5 | 6.3 | 7.9 | 2.8 | 5.3 | 4.8 | 4.5 | 4.9 |
| Other non-manufacturing | 11.4 | 13.5 | 12.1 | 6.6 | 8.2 | 7.9 | (b)7.2 | 6.2 |
| All non-manufacturing | 9.4 | 11.0 | 9.9 | 4.9 | 7.0 | 7.4 | (b)6.3 | 5.7 |
| All Industries (d) | 9.0 | 9.3 | 9.7 | 5.9 | 8.5 | 8.7 | (b)6.1 | 6.1 |

(a) Foundry, engineering, metal-working, ship and vehicle manufacture and repair.

(b) Revised.

(c) Construction other than building not included prior to March, 1957.

(d) See introductory text for note on industrial coverage.

Analysis of Separations for Manual Workers:

In Table 3, separations of manual workers are classified by type of separation (dismissed, retrenched, left and other). Businesses submitting returns were asked to class employees as "dismissed" where employment was terminated on the employer's initiative for disciplinary or similar reasons; as "retrenched" where the employment was terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.; as "left" where employment was terminated at the employee's initiative (employees on strike are not included as separations); and as "other" where the separation was due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, or similar reasons.

The table shows, for male and female manual workers, this analysis of separations in March, 1957, and March, 1958. Similar information for previous years is obtainable from the report entitled "Labour Turnover, March, 1956" issued on 8th November, 1956 and the reports on Quarterly Business Surveys Nos. 20 and 24. Figures in the September series are obtainable from the September, 1955, and September, 1957, labour turnover reports issued on 22nd March, 1956, and 19th March, 1958.

As in previous periods, most separations in March, 1957, and March, 1958, were due to persons leaving on their own initiative. The only exception was the food, drink and tobacco manufacturing industry, which in March, 1958, had slightly higher retrenchment rates than left rates.

In most of the industries which recorded falls in total separation rates in March, 1958 compared with March, 1957, falls in rates for the category "left" were the most important single factor. However, decreases in retrenchment rates were important factors in the lower separation rates for males in the engineering and vehicles, mining, and road transport industries and in the lower separation rates for both males and females in the "other non-manufacturing" group. A fall in the dismissal rate was an important factor in the fall in separations in some industries, particularly in the food, drink and tobacco and building and construction industries for males, and the "other manufacturing" group for females.

The rises in total separation rates, which occurred for females in food, drink and tobacco manufacturing, and in "other manufacturing" were due mainly to increased retrenchments.

In March, 1958, the rate for the category "left" was lower than in March, 1957 for every industry except engineering and vehicles, where the rate for males rose, and the food, drink and tobacco, and "other non-manufacturing" industries, where the rates for females rose.

Movements in retrenchment rates for the categories shown in the table varied, with substantial falls in some categories and substantial rises in others. The overall retrenchment rate in all industries for males was fairly steady. The rates for females showed an overall rise in manufacturing industries and an overall fall in non-manufacturing industries.

Dismissal rates also varied, with little movement in the overall rates for all industries.

TABLE 3 : ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS,

MARCH, 1957, AND MARCH, 1958

(Percentage of average number of employees in each group)

| Industry Group | March, 1957 | | | | | March, 1958 | | | | |
|------------------------------|-------------|--------|-----|--------|--------|-------------|-----|-----|-----|-------|
| | D. | R. | L. | O. | Total | D. | R. | L. | O. | Total |
| <u>MALES</u> | | | | | | | | | | |
| Manufacturing - | % | % | % | % | % | % | % | % | % | % |
| Engineering and vehicles (a) | 0.8 | 1.1 | 2.8 | 0.1 | 4.8 | 0.7 | 0.7 | 2.9 | 0.1 | 4.4 |
| Textiles | 0.6 | 0.3 | 2.6 | 0.1 | 3.6 | 0.4 | 0.6 | 2.4 | 0.1 | 3.5 |
| Clothing | 0.7 | 0.4 | 2.1 | 0.0 | 3.2 | 0.5 | 0.7 | 1.4 | 0.3 | 2.9 |
| Food, drink, tobacco | 1.3 | 2.8 | 3.8 | 0.1 | 8.0 | 0.7 | 3.2 | 3.0 | 0.1 | 7.0 |
| Furniture, woodworking, etc. | 0.9 | 0.5 | 2.3 | (b)0.2 | (b)3.9 | 0.8 | 0.9 | 2.2 | 0.1 | 4.0 |
| Paper, printing | 0.5 | 0.3 | 1.6 | 0.2 | 2.6 | 0.3 | 0.2 | 1.2 | 0.1 | 1.8 |
| Other manufacturing | 0.6 | 0.3 | 3.3 | 0.2 | 4.4 | 0.6 | 0.7 | 3.2 | 0.1 | 4.6 |
| All manufacturing | 0.8 | 1.0 | 2.9 | 0.1 | 4.8 | 0.6 | 1.1 | 2.7 | 0.1 | 4.5 |
| Non-manufacturing - | | | | | | | | | | |
| Mining | 0.3 | 1.1 | 2.3 | 0.3 | 4.0 | 0.3 | 0.2 | 1.8 | 0.1 | 2.4 |
| Building and construction | (b)2.6 | (b)3.7 | 4.9 | 0.0 | 11.2 | 1.9 | 4.1 | 4.4 | 0.1 | 10.5 |
| Road transport | 0.9 | 0.8 | 3.4 | 0.2 | 5.3 | 1.1 | 0.3 | 2.7 | 0.0 | 4.1 |
| Wholesale and retail trade | 0.7 | 1.3 | 2.6 | 0.2 | 4.8 | 0.5 | 1.2 | 2.4 | 0.1 | 4.2 |
| Other non-manufacturing | 0.8 | 0.8 | 3.3 | 0.2 | 5.1 | 1.2 | 0.4 | 3.2 | 0.1 | 4.9 |
| All non-manufacturing | 1.2 | 1.7 | 3.3 | 0.2 | 6.4 | 0.9 | 1.5 | 3.0 | 0.1 | 5.5 |
| All Industries | 1.0 | 1.3 | 3.0 | (b)0.1 | (b)5.4 | 0.8 | 1.2 | 2.8 | 0.1 | 4.9 |
| <u>FEMALES</u> | | | | | | | | | | |
| Manufacturing - | % | % | % | % | % | % | % | % | % | % |
| Engineering and vehicles (a) | 1.1 | 0.8 | 5.6 | 0.2 | 7.7 | 0.9 | 0.9 | 3.3 | 0.1 | 5.2 |
| Textiles | 0.4 | 0.3 | 3.7 | 0.2 | 4.6 | 0.4 | 1.4 | 2.7 | 0.2 | 4.7 |
| Clothing | 0.5 | 0.2 | 3.4 | 0.3 | 4.4 | 0.5 | 1.0 | 2.4 | 0.3 | 4.2 |
| Food, drink, tobacco | 1.1 | 4.5 | 5.1 | 0.0 | 10.7 | 1.6 | 6.6 | 5.7 | 0.1 | 14.0 |
| Paper, printing | 0.2 | 0.2 | 3.8 | 0.3 | 4.5 | 0.5 | 0.4 | 3.0 | 0.1 | 4.0 |
| Other manufacturing | 0.7 | 0.5 | 4.3 | 0.1 | 5.6 | 0.3 | 1.3 | 4.1 | 0.4 | 6.1 |
| All manufacturing | 0.7 | 1.0 | 4.2 | 0.2 | 6.1 | 0.7 | 1.9 | 3.4 | 0.2 | 6.2 |
| Non-manufacturing - | | | | | | | | | | |
| Wholesale and retail trade | 0.4 | 1.3 | 3.2 | 0.1 | 5.0 | 0.7 | 1.1 | 3.1 | 0.1 | 5.0 |
| Other non-manufacturing | 1.6 | (b)0.8 | 4.7 | 0.1 | (b)7.2 | 1.3 | 0.1 | 4.8 | 0.0 | 6.2 |
| All non-manufacturing | 1.1 | (b)1.0 | 4.1 | 0.1 | (b)6.3 | 1.1 | 0.5 | 4.1 | 0.0 | 5.7 |
| All Industries | 0.8 | 1.0 | 4.1 | 0.2 | (b)6.1 | 0.8 | 1.6 | 3.5 | 0.2 | 6.1 |

D. Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R. Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.

L. Left : Employment terminated on the employee's initiative. Employees on strike not included.

O. Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

(a) Founding, engineering, metal-working, ship and vehicle manufacture and repair.
 (b) Revised.

